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13 Adobe Systems Inc.

14 UNITED STATES DISTRICT COURT  
15  
16 NORTHERN DISTRICT OF CALIFORNIA, SAN JOSE DIVISION

17 IN RE: HIGH-TECH EMPLOYEE  
18 ANTITRUST LITIGATION

**Master Docket No. 11-CV-2509-LHK**

19 THIS DOCUMENT RELATES TO:  
20  
21 ALL ACTIONS

**DECLARATION OF JEFF  
VIJUNGO IN SUPPORT OF  
MOTION TO SEAL**

Date Consolidated Amended Compl. Filed:  
September 13, 2011

1 I, Jeff Vijungco, declare as follows:

2 1. I am the Vice President of Worldwide Talent Acquisition at Adobe Systems Inc.  
3 (“Adobe”). I have been employed by Adobe for more than 10 years. I have personal knowledge  
4 of the matters stated in this declaration, except those matters stated on information and belief. I  
5 make this declaration in support of Defendants’ Motion to Seal. If called and sworn as a witness,  
6 I could and would competently testify to the matters stated below.

7 2. I have reviewed the following document, which Adobe seeks to redact and file  
8 under seal: Expert Report of Professor Kevin M. Murphy, November 12, 2012 (“Murphy Report  
9 11/12/2012”), Appendix 1.

10 3. Appendix 1 reveals confidential information regarding Adobe’s hiring and  
11 recruiting data.

12 4. Through my work in Adobe’s Human Resources Department, I am familiar with  
13 the data contained in these redacted portions of Appendix 1 and how that information is  
14 maintained at Adobe.

15 5. Adobe’s practice is to keep the above information, and other similar information,  
16 confidential, for internal use only, and not to disclose such information to the public. I am  
17 informed and believe that Adobe has taken reasonable steps to ensure that this data and similar  
18 documents and data remain confidential, including designating them “Confidential – Attorneys’  
19 Eyes Only” pursuant to the Protective Order in this Action.


20 6. The public disclosure of this information would competitively harm Adobe,  
21 including impairing its competitive position in recruiting and hiring employees, and potentially  
22 reveal confidential data used in recruiting and hiring employees. This data reveals information  
23 about Adobe’s practices, methods, and sources for recruiting and hiring employees. Adobe  
24 derives independent economic value from keeping its recruiting and hiring practices, methods,  
25 and sources confidential, including keeping it from other persons and entities who could obtain  
26 economic value from its disclosure or use.

27 7. Moreover, the public disclosure of this information, created for internal use, would  
28 give third-parties insights into confidential and sensitive aspects of Adobe’s operations and

1 deprive Adobe of its investment in developing these practices, methods, and sources. Such  
2 disclosure would give other entities an unearned advantage by giving them the benefit of knowing  
3 Adobe's recruiting and hiring practices, methods, and sources.

4  
5 I declare under penalty of perjury under the laws of the United States that the foregoing is  
6 true and correct. Executed this 9 day of January 2014 in San Jose, California.

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9  
10 By: \_\_\_\_\_

  
Jeff Vijungco

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